



Newsletter



January 2013

A New Attack On Teachers' Pay

The Government has now announced its plans to implement a new pay system for teachers from September.

The most significant changes are that:

1. There will no longer be automatic progress up the Main Scale. After you have achieved the salary for having NQT status (currently called M2 and worth £23,295), your school can move you up as much or as little as they choose, based on assessment of performance. So there is no guarantee of salary progression to the current M6 (£31,522)
2. The Threshold process will end, and head teachers will decide, on their chosen method of assessing your performance, whether you move on to the Upper Scale, and whether or by how much you move up it after that
3. When you move school, the new school will no longer have to pay you at the point you had reached on the Main or Upper Scale.

These take away previous certainties about what the rate of pay is for the job of teaching, and are serious threats to teachers who have

not completed all of the progress that they expect in their career. They are not the end of what the Government intends to do. In 2 to 5 years, it intends to look at pay in management positions, and at conditions of service.

The Continuing Erosion of Pay and Pensions

1. *The Government intends to follow up its two year pay freeze with a further two years in which pay will rise by only 1%*
2. *A further pensions contribution increase will take 1.2% out of most teachers' salaries in April, and half of that again in 2014*
3. *The change in the indexation of pensions increases from RPI to CPI, will reduce their value over a lifetime by about 15%*
4. *The Government intends to press on with introducing in 2015 pension scheme changes that will force most teachers to work to 67 or 68 to get their full pension*

By 2015, teachers' real incomes will have fallen by about 15% since 2009.

How Can We Stand Up For Ourselves?

We will carry on making formal representations to the Government and lobbying to try to get it to change these things. Your help by responding to any

of our campaigning requests (see emails and NUT website) can make a real difference, but this Government will not be easy to turn.

We continue to work in whatever ways we can with other teachers' organisations, and with other trade unions and campaigning organisations. Our Action Short Of Strike Action with the NASUWT has reduced the workload of many teachers, and has rattled the Government enough for it to make threats in the media about the need to break the teacher unions.

But a point has come again when you need to consider your willingness to take strike action as a way of stepping up our campaign. We will do it with other unions if we can, but we also need to look at doing it alone if that is the only option. Without it, it will be very hard to win on pay or pensions.

Please discuss this at your school and let us know what you think. Invite an Officer in to talk to members. **Come to our next General Meeting on January 22nd.**

**Bradford NUT
General Meeting
Tuesday 22nd January
International Restaurant
Morley Street, Bradford
Meeting Starts 5pm
Tea & Coffee from 4.30
Followed by free curry!**

**Join the NUT, the largest teachers' union. Just ring the Joining Hotline on
0845300 1669 or 020 7380 6369**

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